

Employee Purchase Program



Principles of Employee Purchase Program

- Encourage our employees to utilize Santa Energy services
- Offer discounts that benefit the employee and the company
- Ensure company is protected financially



Product- Oil & Propane

- Propane- ~\$.40 off retail *
- Seasonal Fixed Offer – An employee seasonal fixed price will be published twice per year (Heating season and Pool season), employees can opt-in to the seasonal special price offer with a signed contract.
- Employees can also choose between a floating rate determined by the Santa rack price on the day of delivery plus \$.65-cents or a fix price determined by the Santa rack price plus \$.75-cents on the day you lock in, contract required for a fixed price.
- LP BBQ tanks - \$5.00
- Oil- *
- Employee Oil Customers on automatic delivery will receive \$.35 discount off of the daily posted price on a floating price or \$.25 off the price protection price offers (signed contract required).
- Employees on a will-call basis are eligible to receive a \$.15 discount.
- Employee Referral program: Employees are eligible to earn a \$50 referral fee for new fuel accounts. To qualify for the referral the customer must use the fuel for heating purposes, pass credit and be on automatic delivery. Service only accounts do not qualify as referrals.
- Pricing quoted pertains to accounts within our footprint. Accounts outside our normal footprint will be priced on a case by case basis.



Service and Installation

- **Time & Materials Service work:** Service work performed outside of an installation quote will be billed on a time and materials basis. The work will be billed at cost plus 20% mark-up (~ 20% discount off of the mark-up).
- **Equipment Installation:** Employees wishing to purchase new/replacement heating, cooling, water heaters, etc. a quote will be provided. The employee will be quoted on a cost-plus basis. The employee price will be based on estimated materials and labor cost plus 20% mark-up (~ 20% discount off of the mark-up).



Garage-

- \$60 per hour labor
- 10% mark-up on parts
- Work to be completed as time permits
- Flat Rate oil changes (includes oil & filter and fluid top off)
 - \$45 Standard
 - \$75 Synthetic
 - up to 5 quarts (additional oil charged cost plus 10%)



Gas Card

- All employees are eligible to obtain a gas card.
Employees are billed at cost plus \$.12 a gallon (this is a \$.12 per gallon discount from retail).
- Billing cycle is every two weeks and must be kept current



Payment options

- For automatic deliveries:
 - All employees must provide ACH information, or a credit or debit card number for automatic payments
 - All employees must sign a waiver of consent to debit paycheck on a payment plan if balances become greater than 60 days past due.
 - If you prefer to pay using direct debit from your paycheck, we can set that up.
 - All employees are encouraged to sign up for a budget plan



Payment options

- **For Garage/Fleet/Service:**
 - All employees must provide ACH information, or a credit or debit card number for automatic payments
 - All employees must sign a waiver of consent to debit paycheck on a payment plan if balances become greater than 60 days past due.
 - Gas cards will be suspended after 60 days past due.



Payment options

- **Installations**

- Determine installment plan with sales and credit at time of purchase agreement.
- All employees must provide ACH information, or a credit or debit card number for automatic payments
- All employees must sign a waiver of consent to debit paycheck on a payment plan if balances become greater than 60 days past due.
- If you prefer to pay using direct debit from your paycheck, we can set that up.